

1000 ISLANDS ENVIRONMENTAL CENTER COMMITTEE

City of Kaukauna

Nature Center Building

1000 Beaulieu Court, Kaukauna

Thursday, April 20, 2023 at 6:30 PM



AGENDA

In-Person

1. Call to Order
2. Roll Call - Verification of a quorum
3. Public Appearances
4. Reading and Approval Minutes
 - [a.](#) 1000 Islands Environmental Center Minutes of March 16, 2023
5. Financial Report
 - [a.](#) February Financial Report
 - [b.](#) March Financial Report
6. Correspondence
7. The Friends of 1000 Islands Report
8. Naturalist Report
 - [a.](#) March Naturalist Report
 - [b.](#) 1st Quarter 2023 Usage Report
9. Committee Reports
 - a. Administrative/Finance Committee Reports
 - b. Education Committee Report
 - c. Building & Grounds Committee Reports
10. Old Business
 - [a.](#) 2023-2027 Strategic Plan
11. New Business
12. Good of the Center
13. Next Meeting - Thursday, May 18, 2023
14. Adjournment

NOTICES

THIS MEETING IS ACCESSIBLE TO THE HANDICAPPED. IF REQUESTED THREE (3) DAYS PRIOR TO THE MEETING, A SIGN LANGUAGE INTERPRETER WILL BE MADE AVAILABLE AT NO CHARGE.

1000 Islands Environmental Center Mission Statement: To provide children, adults and families the knowledge and skills needed to build a sustainable balance among the environment, economy and community through education, conservation and recreation.

Minutes for 1000 Islands Environmental Center Committee Meeting on Thursday, March 16, 2023

Members Present: Breitzman, Carlson, Eggleston, Manion, Pautz, and Van Berkel

Not Present: Gertz, Hietpas, Jakel, and White

Also Present: Maureen Feldt and Debra Nowak

Chair, Pautz called the March Committee Meeting to order at 6:30 PM. A quorum is present.

February 16, 2023 Committee Meeting Minutes

Carlson made a motion to waive the reading of the minutes and approve the February 16, 2023 Committee Meeting minutes. Seconded by Breitzman. Motion carried.

Public Appearances: None

February Financial Report

Eggleston made a motion to table the February Financial Report until the March meeting. Seconded by Manion. Motion carried.

Endowment Summary: Question regarding the 816 Account. All interest earned from the Endowment Fund goes into the 1000 Islands Environmental 816 Account.

Correspondence

Nowak read a Thank You note from Sally Cleveland in appreciation of the National Eagle Center presentation in memory of Michael.

Friends of 1000 Islands Report

Art Fair: Vendor applications are coming in and we should have all 50 spots filled. Sponsor letters have gone out to local businesses and we are hoping for a good response.

Pancake Breakfast: All set for upcoming breakfast on March 18th. Several local companies and the Kiwanis Club donated food items and KHS Key Club members will help.

Naturalist's Report

Nowak met with other City Directors to discuss the snow and building issues the Nature Center staff faced during the Christmas Holiday. Good discussion, but nothing resolved. Committee to revisit this issue.

Summer Service Saturdays: The Site Manager selected one Saturday morning per month during the summer to hold a Service Day. Looking for individuals and/or groups to help with various projects on the property.

Jabber's Health: He has been falling off his perch and took him to the Vet. He does have health issue which we are addressing. He is taking meds to help him.

Van Berkel made a motion to accept the February Naturalist's Report and place it on file. Seconded by Manion. Motion carried.

Admin and Finance Sub-Committee

Nothing to report, but will be meeting in the near future.

Education Sub-Committee

Carlson made a motion to receive and place on file the minutes from the January 6, 2023 Education Sub-Committee meeting.

We received the new snowshoes. Reviewing the rental cost and procedure for renting the new snowshoes.

The Summer Program schedule is finalized and available through the Rec. Dept. and our website. We have many Field Trips scheduled for this summer as well.

Buildings and Grounds Sub-Committee

Next project on the horizon is improving the boardwalk, which is a very large project. Nowak is working with John Neumeier and he mentioned that grants are available to look into. Completing the first section should give us an indication of the labor, materials, etc. for the remaining sections. Van Berkel concern if we need DNR involvement as footings stand on top of bedrock.

Old Business

Update on the Tree and Shrub Seedling Sales. Sales going well, especially the shrubs. We do have several Eastern White Pine bundles still available.

New Business

Nothing to report.

Good for the Center

Nothing to report.

Next Committee Meeting

Next Committee Meeting will be on Thursday, April 20, 2023 at 6:30 PM in the Nature Center building.

Adjournment

There being no further business, Van Berkel moved to adjourn the March 16 Committee meeting at 7:49 PM. Seconded by Manion. Motion carried.

Maureen Feldt,
Acting Secretary

	A	B	D	E	F	G	H	I	J	K	L	M	NO	P
1														
2														
3														
4	General Ledger - 1000 Islands Environmental Center													
5	February 2023 Budget Analysis													
6														
7														
8	Account		Description			Feb. Actuals		Year to Date			% Var	2023 Budget		
9	Revenue													
10	101-46820-4695*		Env Center Chgs For Service			361.03		1,004.03			95.00		18,000.00	
11	101-46740-4694		Building Rental (Taxable)			-6.01		-6.01			0.00		3,000.00	
12	101-46740-4695		Building Rental (Non-Taxable)			0.00		0.00			0.00		2,000.00	
13	101-46740-4696		Programing Fees			235.00		255.00			96.00		7,000.00	
14	101-46750-4716		Gift Shop Sales			132.04		755.04			87.00		6,000.00	
15	101-48100-4810		Interest Income			0.00		0.00			0.00		6,000.00	
16														
17	201-43790-4391		Kaukauna School Dist Aids			0.00		0.00			0.00		15,000.00	
18	201-43790-4392		Outagamie County Aids			0.00		5,000.00			50.00		10,000.00	
19	201-48500-4913		Memorial Purchases			0.00		200.00			0.00		0.00	
20	201-48500-4914		Education			0.00		0.00			0.00		0.00	
21	201-48500-4915		Building & Grounds Donation			0.00		0.00			0.00		0.00	
22	201-48500-4911		Fundraising Sales			2,270.00		2,270.00			0.00		0.00	
23	201-48500-4910		Env Center Restricted Donations			0.00		266.57			0.00		0.00	
24	201-48500-4912		Env Center Donations			410.00		955.00			95.00		20,000.00	
25														
26			REVENUE TOTALS:			\$3,041.03		\$9,695.60					\$69,000.00	
27														
28	*Env Center Chrgs for Service amount is total for Building Rental (tax & non-tax), Programming Fees and Gift Shop sales.													



	A	B	D	E	F	G	H	I	J	K	L	M	N	O	P
30	General Ledger - 1000 Islands Environmental Center Con't Page 2														
31			Description			Feb. Actuals		Year to Date				% Var		2023 Budget	
32	Expenses														
33	101-56900-5101		Regular Payroll			10,293.74		25,337.98				85.00		169,078.00	
34	101-56900-5104		Temporary Payroll			0.00		0.00				0.00		5,990.00	
35	101-56900-5119		Longevity Pay			0.00		0.00				0.00		400.00	
36	101-56900-5151		Retirement Plan			431.92		1,178.43				85.00		7,854.00	
37	101-56900-5152		Residency			381.11		1,039.80				85.00		6,930.00	
38	101-56900-5154		Social Security			488.64		1,332.98				86.00		9,700.00	
39	101-56900-5157		Group Health Insurance			1,796.04		4,392.08				82.00		24,088.00	
40	101-56900-5160		Group Life Insurance			21.32		42.64				85.00		281.00	
41	101-56900-5163		Workers Compensation			233.38		648.61				85.00		4,326.00	
42	101-56900-5205		Seminar Expense			0.00		0.00				0.00		2,500.00	
43	101-56900-5211		Education & Memberships			0.00		0.00				0.00		500.00	
44	101-56900-5260		Animal & Bird Care			43.03		43.03				97.00		1,600.00	
45	101-56900-5264		Programs			177.24		177.24				92.00		2,200.00	
46	101-56900-5276		Conservancy Zone Maint			6.29		143.79				93.00		2,000.00	
47	101-56900-5303		Communications			75.00		150.00				83.00		900.00	
48	101-56900-5306		Heating Fuels			413.01		413.01				86.00		3,000.00	
49	101-56900-5309		Water Sewer & Electric			815.18		815.18				91.00		9,000.00	
50	101-56900-5312		Maintenance - Buildings			819.00		1,638.00				89.00		15,500.00	
51	101-56900-5315		Maintenance - Office Equipment			105.10		216.81				86.00		1,500.00	
52	101-56900-5318		Maintenance - Automotive			0.00		0.00				0.00		100.00	
53	101-56900-5321		Maintenance - All Other Equipmen			0.00		0.00				0.00		500.00	
54	101-56900-5325		Contractual Services			294.96		279.92				77.00		1,200.00	
55	101-56900-5326		Printing Expenses			0.00		0.00				0.00		700.00	
56	101-56900-5401		Office Supplies			86.94		86.94				86.00		600.00	
57	101-56900-5404		Clothing Expenses			0.00		0.00				0.00		700.00	
58	101-56900-5407		Automotive Supplies			0.00		0.00				0.00		300.00	
59	101-56900-5410		General Supplies			127.32		127.32				94.00		2,000.00	
60	101-56900-5416		Custodial Supplies			191.58		373.26				53.00		800.00	
61	101-56900-5431		Postage			0.00		0.00				0.00		100.00	
62	101-56900-5440		Consession Products			979.69		979.69				74.00		3,700.00	
63	101-56900-5499		Miscellaneous			0.00		0.00				0.00		1,500.00	
64	101-56900-5804		Office Equipment			0.00		0.00				0.00		1,650.00	
65	101-56900-5804		Machinery, Tools & Instruments			0.00		0.00				0.00		1,200.00	
66	201-56900-5898		Restricted Funds			20,895.58		21,495.58				0.00		0.00	
67			EXPENSE TOTALS:			\$38,676.07		\$60,912.29						\$282,397.00	

	A	B	D	E	F	G	H	I	J	K	L	M	NO	P
1														
2														
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4	General Ledger - 1000 Islands Environmental Center													
5	March 2023 Budget Analysis													
6														
7														
8	Account		Description			March Actuals		Year to Date			% Var	2023 Budget		
9	Revenue													
10	101-46820-4695*	Env Center Chgs For Service				749.27		1,861.30		90.00		18,000.00		
11	101-46740-4694	Building Rental (Taxable)				125.00		193.99		94.00		3,000.00		
12	101-46740-4695	Building Rental (Non-Taxable)				-200.00		-400.00		120.00		2,000.00		
13	101-46740-4696	Programing Fees				170.00		547.00		92.00		7,000.00		
14	101-46750-4716	Gift Shop Sales				654.27		1,520.31		75.00		6,000.00		
15	101-48100-4810	Interest Income				0.00		0.00		0.00		6,000.00		
16														
17	201-43790-4391	Kaukauna School Dist Aids				0.00		0.00		0.00		15,000.00		
18	201-43790-4392	Outagamie County Aids				0.00		5,000.00		50.00		10,000.00		
19	201-48500-4913	Memorial Purchases				0.00		200.00		0.00		0.00		
20	201-48500-4914	Education				950.00		950.00		0.00		0.00		
21	201-48500-4915	Building & Grounds Donation				0.00		0.00		0.00		0.00		
22	201-48500-4911	Fundraising Sales				4,274.07		6,544.07		0.00		0.00		
23	201-48500-4910	Env Center Restricted Donations				0.00		481.20		0.00		0.00		
24	201-48500-4912	Env Center Donations				630.00		1,585.00		92.00		20,000.00		
25														
26			REVENUE TOTALS:			\$6,603.34		\$16,621.57				\$69,000.00		
27														
28	*Env Center Chrgs for Service amount is total for Building Rental (tax & non-tax), Programming Fees and Gift Shop sales.													



	A	B	D	E	F	G	H	I	J	K	L	M	NO	P
30	General Ledger - 1000 Islands Environmental Center Con't Page 2													
31			Description			March Actuals		Year to Date				% Var		2023 Budget
32	Expenses													
33	101-56900-5101		Regular Payroll			19,167.76		36,763.40				78.00		169,078.00
34	101-56900-5104		Temporary Payroll			0.00		0.00				0.00		5,990.00
35	101-56900-5119		Longevity Pay			0.00		0.00				0.00		400.00
36	101-56900-5151		Retirement Plan			895.23		1,715.28				78.00		7,854.00
37	101-56900-5152		Residency			789.92		1,513.50				78.00		6,930.00
38	101-56900-5154		Social Security			1,012.51		1,939.13				80.00		9,700.00
39	101-56900-5157		Group Health Insurance			2,663.56		7,055.64				71.00		24,088.00
40	101-56900-5160		Group Life Insurance			31.98		74.62				73.00		281.00
41	101-56900-5163		Workers Compensation			469.67		1,118.28				74.00		4,326.00
42	101-56900-5205		Seminar Expense			0.00		0.00				0.00		2,500.00
43	101-56900-5211		Education & Memberships			0.00		0.00				0.00		500.00
44	101-56900-5260		Animal & Bird Care			134.90		177.93				89.00		1,600.00
45	101-56900-5264		Programs			179.19		356.43				84.00		2,200.00
46	101-56900-5276		Conservancy Zone Maint			3.59		147.38				93.00		2,000.00
47	101-56900-5303		Communications			75.00		225.00				75.00		900.00
48	101-56900-5306		Heating Fuels			775.18		1,188.19				60.00		3,000.00
49	101-56900-5309		Water Sewer & Electric			696.75		1,511.93				83.00		9,000.00
50	101-56900-5312		Maintenance - Buildings			841.90		2,479.90				84.00		15,500.00
51	101-56900-5315		Maintenance - Office Equipment			105.10		321.91				79.00		1,500.00
52	101-56900-5318		Maintenance - Automotive			0.00		0.00				0.00		100.00
53	101-56900-5321		Maintenance - All Other Equipmen			42.44		42.44				92.00		500.00
54	101-56900-5325		Contractual Services			172.46		452.38				62.00		1,200.00
55	101-56900-5326		Printing Expenses			0.00		0.00				0.00		700.00
56	101-56900-5401		Office Supplies			24.99		111.93				81.00		600.00
57	101-56900-5404		Clothing Expenses			0.00		0.00				0.00		700.00
58	101-56900-5407		Automotive Supplies			0.00		0.00				0.00		300.00
59	101-56900-5410		General Supplies			89.60		216.92				89.00		2,000.00
60	101-56900-5416		Custodial Supplies			0.00		373.26				53.00		800.00
61	101-56900-5431		Postage			0.00		0.00				0.00		100.00
62	101-56900-5440		Consession Products			0.00		979.69				74.00		3,700.00
63	101-56900-5499		Miscellaneous			336.91		336.91				78.00		1,500.00
64	101-56900-5804		Office Equipment			350.00		350.00				79.00		1,650.00
65	101-56900-5807		Machinery, Tools & Instruments			0.00		0.00				0.00		1,200.00
66	201-56900-5898		Restricted Funds			174.05		21,669.63				0.00		0.00
67			EXPENSE TOTALS:			\$29,032.69		\$81,121.68						\$282,397.00

Naturalist Report March 2023

Admin/Finance

- There have been no new developments after the resources meeting with other City departments. Based on a conversation with Human Resources Director Swaney it appears that our call-in concerns will be reviewed the next time updates are made to the employee handbook.

Education

- Medicating Jabber has been fairly inconsistent. He takes the medicine well some days and won't take it other days. The prescription, which was approximately \$90, has a very short shelf life. What was expected to last a month is only good for 14 days after it is mixed. When shipping is added to the timeframe, our \$90 supply of medicine is only usable for 9-10 days. I will follow-up with the veterinarian for any alternate treatment methods.
- I attended the Bringing Birds Back Conference in Oshkosh on March 24th. There were a number of presenters that focused on what to do to support bird populations, especially in the wake of 3 million birds lost in North America since the 1970s. A new collaborative initiative called Save our Songbirds has launched in the state to spread education and solutions to the declining bird populations. We will have multiple education opportunities to highlight this initiative during the month of May as part of our World Migratory Bird Day celebrations through social media posts, guided bird hikes and self-guided stations for people to explore.
- I attended a "Slow-Mow Summer" webinar through the University of Minnesota Bee Lab to learn about alternatives to No Mow May for supporting pollinators. We will try to encourage some of these alternate actions, such as reducing the frequency of mowing throughout the summer, choosing alternate turf grass species, and establishing bee lawns by incorporating select native wildflowers that can survive in a lawn even with mowing.

Building & Grounds

- We have begun working with the Kaukauna High School's JET (Job Exploration and Training) program again and will be hosting a student during the month of April. The student will volunteer for an hour each day, helping with various tasks around the building and property. The student will have a job coach with them for assistance.

1st Quarter 2023

Group Category

Date	Attendance	Group Name	Purpose	Group Category											
				Kauk School	Other School	District Code	Kauk Group	Other Group	Kauk Scouts	Other Scouts	Kauk Res	Other Res			
1/4/23	10	River Valley Outdoorsmen	Building Use				10							K	KIMBERLY
1/5/23	48	Park School - K	OFFSITE - Polar Animals	56										A	APPLETON
1/5/23	30	Primrose of Appleton	OFFSITE - Bald Eagle Ecology				30							B	BRILLION
1/6/23	35	Foster Elementary - K	OFFSITE - WI Mammals		35	A								C	CLINTONVILLE
1/7/23	120	Public Program	Owl Facts with Fran								60	60		CR	CRIVITZ
1/9/23	15	Boy Scouts Troop 104/31	Building Use					15						D	DAY CARE/PRESCH
1/13/23	14	Public Program	1000 Little Wonders - Bald Eagles								7	7		DM	DENMARK
1/14/23	30	Brian Tuyls	Building Use								30			DP	DEPERE
1/16/23	15	Boy Scouts Troop 104/31	Building Use					15						F	FREEDOM
1/17/23	14	St Mary Catholic High School	Bald Eagle Ecology/Hike		14	P								GB	GREEN BAY
1/18/23	15	Fox Valley Bass Club	Building Use				15							H	HORTONVILLE
1/22/23	50	Jeff Behling	Building Use							50				HA	HOMESCHOOL ASSOCIATIC
1/23/23	15	Boy Scouts Troop 104/31	Building Use					15						HS	HOWARD-SUAMICO
1/28/23	1000	Public Program	Eagle Days							170	830			L	LITTLE CHUTE
1/30/23	15	Boy Scouts Troop 104/31	Building Use					15						M	MENASHA
2/1/23	10	River Valley Outdoorsmen	Building Use				10							N	NEENAH
2/2/23	15	Wisconsin Connections Academy	Biomimicry		15	OS								NH	NEW HOLSTEIN
2/2/23	20	raSmith	Building Use				20							O	OSHKOSH
2/6/23	15	Boy Scouts Troop 104/31	Building Use					15						OC	OCONTO FALLS
2/7/23	20	ATC Homeschoolers	Skull Duggery/WI Mammals		20	HA								OS	ONLINE PUBLIC SCHOOL
2/9/23	12	Christian Cooperative Preschool	What Am I/Winter Animals/Hike		12	P								P	PAROCHIAL/PRIVATE
2/10/23	15	Public Program	1000 Little Wonders - Song Birds							7	8			R	REEDSVILLE
2/10/23	100	Public Program	Moonlight Hike & Storybook Walk							50	50			RI	RIPON
2/13/23	15	Boy Scouts Troop 104/31	Building Use					15						S	SEYMOUR
2/17/23	75	Public Program	Storybook Walk - Big Tracks Little Tracks							40	35			W	WRIGHTSTOWN
2/19/23	15	Boy Scouts Troop 104/31	Building Use					15						WR	WISCONSIN RAPIDS
2/22/23	44	Tanner Early Learning Center - 1st	Where do they go in winter/Hike	44											
2/25/23	11	Girl Scout Troop 2581	Snowshoeing/Fire Building					11							
2/27/23	30	River Valley Outdoorsmen	Hunter Safety				30								
2/28/23	48	Park School - K	OFFSITE - Weather/Seasons	48											
3/1/23	44	Tanner Early Learning Center - 1st	Where do they go in winter/Hike	44											
3/2/23	30	River Valley Outdoorsmen	Hunter Safety				30								
3/3/23	40	Jason Stadtmueller	Building Use							40					
3/6/23	30	River Valley Outdoorsmen	Hunter Safety				30								
3/8/23	20	Kaukauna VFW	Building Use				20								
3/9/23	30	St Paul's Lutheran Elementary - 5th & 6th	Survival Skills		30	P									
3/9/23	30	River Valley Outdoorsmen	Hunter Safety				30								
3/10/23	3	Public Program	1000 Little Wonders - Deer									3			
3/13/23	15	Boy Scouts Troop 104/31	Building Use					15							

3/14/23	23	Quinney Elementary - 2nd	Habitats/Landforms	23								
3/15/23	46	Quinney Elementary - 2nd	Habitats/Landforms	46								
3/15/23	15	Fox Valley Bass Club	Building Use				15					
3/17/23	46	Quinney Elementary - 2nd	Habitats/Landforms	46								
3/18/23	150	Public Program	Storybook Walk - Winter Trees								75	75
3/18/23	359	Public Program	Pancake & Porkie Breakfast								180	179
3/30/23	15	Boy Scouts Troop 104/31	Building Use					15				
3/21/23	40	Green Bay YMCA	Nature Games/Shelter Building		40	D						
3/23/23	21	St Ignatius - 4th	Sugar Bush	21								
3/23/23	29	Public Program	Seed Staring Program								15	14
3/24/23	44	Tanner Early Learning Center - 1st	OFFSITE - Where do they go in Wir	44								
3/27/23	15	Boy Scouts Troop 104/31	Building Use					15				
TOTALS	2916			372	166	5	190	50	161	0	724	1261



1000 Islands
Environmental Center

STRATEGIC PLAN



2023-2027



INTRODUCTION

PURPOSE

The purpose for strategic planning is to prepare this organization to focus on its mission, embrace change, and to be proactive towards its direction instead of reactive towards its challenges.

PROCESS

The strategic planning process involved several different stages. It began with a community survey and a strategic planning session with several different stakeholders. The strategic planning process culminated with small group planning sessions including staff and each sub-committee.

MISSION STATEMENT

To provide children, adults and families the knowledge and skills needed to build a sustainable balance among the environment, economy and community through education, conservation and recreation.

BACKGROUND

1000 Islands Conservancy Zone was established in 1969, by the Common Council of the City of Kaukauna. The purpose of the Conservancy Zone is to preserve the land in a natural state for the benefit of all citizens, with the idea of teaching good conservation practices and preservation of natural resources. The Conservancy Zone now encompasses 350 acres. In 1976 the initial building was dedicated as a Bicentennial remembrance established by the City.

1000 Islands is administered by the 1000 Islands Environmental Center Committee - consisting of 10 members appointed by the Mayor and approved by Common Council as well as the President of the Friends of 1000 Islands or their designee. It is staffed by a full-time Director/Naturalist and 3 part-time positions: an Administrative Assistant, Assistant Naturalist, and Site Manager.

1000 Islands hosts well over 20,000 visitors each year including school children, scouts, senior citizens groups and the general public.

STAKEHOLDER PARTICIPANTS

Kelli Antoine

Aldersperson, City of Kaukauna

Lilly Roehrig

Student, Kaukauna High School

Leah Vanevenhoven

Teacher, Park Community Charter School

Stefanie Stainton

Teacher, Kaukauna High School

Ron VanderVelden

Retired Teacher, Kaukauna High School



Committee & Staff

Kathy Breitzman

Kymberly Carlson

Jennie Eggleston

Sue Gertz

Eric Hietpas

Deb Jakel

John Manion

Penni Pautz

Paul Van Berkel

Diane White

Debra Nowak - Director/Naturalist

Maureen Feldt - Administrative Assistant

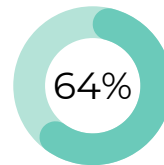
Sarah Ironside - Assistant Naturalist

Brad Garrity - Site Manager

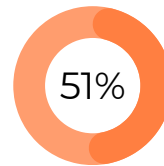


A public survey gathered feedback from the community and other visitors. A few highlights of the information collected through the survey include:

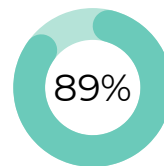
Top reasons that prevent respondents from participating in more programs or utilizing the property more is being unaware of opportunities and not having enough time.



64% of respondents are very satisfied with the Environmental Center and the Conservancy zone



51% of respondents explore the Nature Center during a visit to 1000 Islands



89% of respondents hike on the trails during a visit to 1000 Islands



Goal One:

INCREASE FULL TIME STAFF

OBJECTIVE

To increase our ability to recruit and coordinate volunteers, increase exposure of the department and its educational and recreational opportunities, and increase revenue through additional grant writing and private donation efforts. In addition, 1000 Islands strives to better manage the aging infrastructure and the continued threat of erosion and invasive species.

ACTIVITIES

- Request all permanent, part-time positions be increased to full-time over three budget years.
- Utilize the Personnel and Operations Plan to justify staffing needs.
- Establish productivity markers to evaluate the effectiveness of additional staff time.

SUPPORTED SECONDARY GOALS

This goal will support the remaining goals of this strategic plan as well as all secondary goals with an increased ability to plan, fund, and implement. See page 8 for full list.



Goal Two:

INCREASE FINANCIAL SUPPORT

OBJECTIVE

To increase our ability to contribute towards the annual operating and personnel expenses as well as reduce the budgetary impact of educational programs and special events.

ACTIVITIES

- Increase revenue through restructured fees and evaluating gift shop and building rentals to maximize profit.
- Develop new fundraising projects to support specific programs.
- Continue collaboration with the Friends of 1000 Islands and help create a vision for their future.
- Create a 1000 Islands Foundation as a 501(c)3 organization to better manage the endowment.

SUPPORTED SECONDARY GOALS

The majority of the secondary goals will be supported through additional financial support. Some of the projects that could be supported through specific fundraising efforts include:

- Build a natural play area
- Install a webcam on the bald eagle nest within the Conservancy Zone
- Build outdoor teaching areas
- Build STEM/indoor classroom space



Goal Three:

ADDRESS BUILDING NEEDS

OBJECTIVE

To improve the Nature Center building through structural improvements, remodeled areas and upgrades to reduce maintenance and create a better experience for visitors.

ACTIVITIES

- Replace flooring throughout the majority of the building.
- Replace siding with low-maintenance material.
- Remodel the restrooms.
- Replace the front storage room to address structural concerns and maximize storage capacity.

SUPPORTED SECONDARY GOALS

- New live animal displays
- New or improved educational exhibits



Goal Four:

IMPROVE TRAILS

OBJECTIVE

To improve the visitor experience by upgrading different trail sections. In addition to upgrading the trail surface conditions, accessibility will be improved with wider trails, visitors will be able to navigate the trail system easier, and erosion issues will be addressed through erosion control measures.

ACTIVITIES

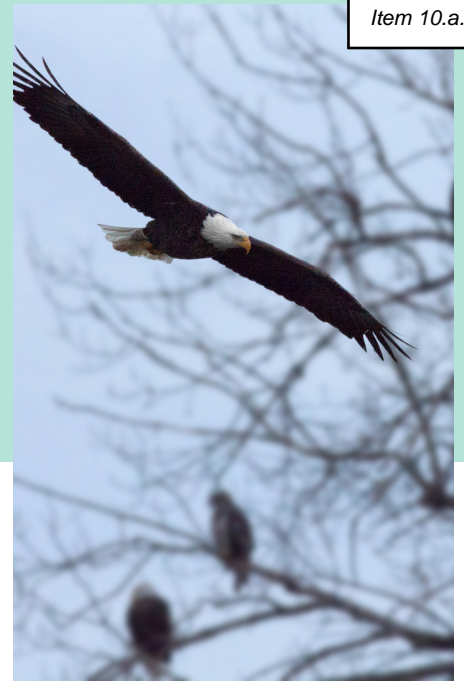
- Replace existing boardwalk trails to make them wider and include railings where appropriate for safety.
- Create a system of trail signage including updated maps, wayfinding signs and emergency location markers.
- Improve blacktop trail to address drainage and erosion concerns.

SUPPORTED SECONDARY GOALS

- Increase Inclusivity – Offer Spanish & Hmong translations

LOOKING BEYOND

The preceding goals were chosen as the highest priority to focus on over the next five years. Progressing towards these goals will help move 1000 Islands towards success in the future beyond this strategic plan. Below are additional goals that came from the strategic planning process that will help the Committee and staff direct additional time, effort and funding as appropriate.



Secondary Goals

Interpretive/Exhibit Improvements in Nature Center

- Hunting - Shoot/Don't Shoot Display
- Purchase New Pelts
- Educational Friendly Signs for Building Expectations
- Crayfish Exhibit
- Remove Non-Wisconsin fish collection
- Invasive Species Exhibit
- Upgrade Displays – remove glass display cases
- Increase Inclusivity – Offer Spanish & Hmong translations

Expanded Programs

- Sustainable Program Series
- Additional Summer Camps
- Additional Adult Programs
- Additional Make & Take Programs
- Program Registration Software
- Broader Special Events – Tie to fundraising efforts
- Invasive Species Education
- Program Evaluation System
- Increase Inclusivity – programming for special needs – sensory based
- STEM Room/Classroom Space

Collaboration with Other Groups

- Networking with other organizations, groups, & city departments
- Join Friends with Environmental Action Group/Reorganization of Friends

Outreach

- Increase Social Media Presence
- Increase Marketing
- Develop Outreach Table

Equipment Needs

- Purchase New Truck – EV
- Purchase BenQ Board
- Eagle Nest Webcam
 - Fundraising Plan
 - Installation of Webcam

Live Animal Collection Improvements

- New Displays
- Improve Animal Husbandry Practices

Property Improvements

- Natural Play Area
- Outdoor Teaching Area
 - Picnic Area
 - Upper Woods
- Establish New Use for Previous Goat Browsing Area
- Permanent Orienteering Course in Upper Woods
- Evaluate Island #3
- Investigate Uses of Island #3
- State-of-the-Art Sugar Shack
- Utilize ball diamonds/football field if no longer used by other groups



Thank you to the City of Kaukauna, 1000 Islands Committee, stakeholders and other visitors for your continued support.

